

May 14, 2010

TOWNSHIP OF MEDFORD

RESOLUTION 125-2010

**APPROVING THE MEMORANDUM OF AGREEMENT
BETWEEN THE TOWNSHIP OF MEDFORD
AND THE MEDFORD TOWNSHIP POLICE
OFFICERS ASSOCIATION**

WHEREAS, the Township of Medford and the Medford Township Police Officers Association (hereinafter "Association") have been engaged in contract negotiations for some time; and

WHEREAS, the Township and the Association reached a tentative three (3) year agreement, which is memorialized in the attached Memorandum of Agreement; and

WHEREAS, the Memorandum of Agreement is subject to ratification by the Township and the Association; and

WHEREAS, the Memorandum of Agreement accurately reflects the negotiated terms of the agreement.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of Medford, County of Burlington, and State of New Jersey, that the attached Memorandum of Agreement is hereby approved.

I hereby certify that the foregoing is a true copy of a Resolution adopted by the Township Council of the Township of Medford, at a meeting held on the 14th day of May, 2010.


Katherine E. Burger, CFO / Township Clerk

**TOWNSHIP OF MEDFORD
AND
MEDFORD TOWNSHIP POLICE OFFICERS ASSOCIATION**

Memorandum of Agreement

Friday, May 14, 2010

The following is a summary of the tentative agreement reached between Medford Township ("Township") and the Medford Township Police Officers' Association (POA). This tentative agreement is subject to the full ratification processes of both the Township and the POA.

1) **Term:** Three (3) years. January 1, 2010 – December 31, 2012.

2) **Salaries/Scales**

a) **Dispatchers Pay.** (Article X, Paragraph's A and B, pp. 18-19). Increases as follows:

- i. January 1, 2010 – December 31, 2011: 0%
- ii. January 1, 2012: 1.5%
- iii. July 1, 2012: 1.5%

b) **Police Officers Pay.** (Article X, pp. 20 – 21). Increases as follows:

- i. January 1, 2010 - July 1, 2011: 0%*
- ii. July 1, 2011: 2%
- iii. January 1, 2012: 1.5%
- iv. July 1, 2012: 1.5%

(*NOTE: Employees who are entitled to step increases would still move up the scale based on their hire date, but the scales would be frozen. Top of scale employees would be frozen.)

c) **Scales:**

Changes to the "salary guidelines" as follows: Clarify, the scale shall be an annual scale and that the steps are annual as well. Delete Officers hired after January 1, 2007..."

- i. Delete #1 "In 2000, the unit..."
- ii. Delete "2000" in #2
- iii. Delete #3
- iv. Delete #4
- v. Delete #5. (Add clarifying language to Dispatcher's Salaries Section).

New Hire Scale:

Recruit (6 months):	\$30,000
FTO (12 weeks):	\$35,000
Step One:	\$40,000
Step Two:	\$45,000
Step Three:	\$50,000

Step Four: (Current "Step 5")

3) **Uniforms**

- a) **Clothing and Maintenance Allowance.** (Article IX, Paragraph B, p. 17). Reduce non-uniform clothing allowance to \$1,200 for the life of the Agreement.
 - b) **Clothing and Maintenance Allowance.** (Article IX, p. 17). (a) Change the language of Paragraph C as follows: *"The Division of Police shall maintain a Quartermaster system to administer and provide the mandatory uniform equipment and clothing inventory for all employees assigned to uniform and non-uniform positions. The minimum mandatory uniform equipment complement and clothing issue shall be listed within the Department S.O.P. The Township shall provide Police Division new-hires with a complete uniform equipment complement and clothing issue upon hire, and shall provide employees with replacement uniform equipment or clothing on an as-needed basis subject to the approval of the Chief of Police."* All mandatory clothing or equipment changes shall be at the Township expense; (b) Delete Paragraph F; and (c) Delete Paragraph G.
- 4) **E.M.T. Wage Adjustment.** (Article IX, Paragraph J, p. 18). *"Any officer receiving the E.M.T. wage adjustment may be assigned E.M.T. duties."*
 - 5) **Township Vehicles.** (Article III, Paragraph I, p. 5). Replace current provision with *"The Association recognizes and accepts the Township policy pertaining to the use of Township vehicles. Employees shall not use Township vehicles for personal use, such as, but not limited to, family functions, driving children to school, picking children up at school, vacations."*
 - 6) **Health and Welfare.** (Article VII, Paragraphs A and B, p. 12). Add language to reflect the change in benefits effective October 1, 2009.
 - 7) **Health and Welfare Premiums.** (Article VIII, Paragraph I, p. 15.). Replace current language with the following: *"The Township agrees to make a payment to any employee who elects to waive their rights to certain insurance coverage provided by the Township. The amount of the payment will be determined by Township Resolution and made semi-annually in July and December to those employees who sign a waiver for the coming year."*
 - 8) **Health and Welfare Premiums.** (Article VIII, Paragraph J, p. 15.). Delete.
 - 9) **School Resource Officers.** (Article III, Paragraph G, p. 5). Add the following language, *"The Chief of Police shall make all School Resource Officer assignments."* The parties agree to add clarifying language so that SRO's do not receive more than the holiday and vacation time provided for in this Agreement.

- 10) **Assignment of Overtime.** (Article III, Paragraph H, p. 5). The parties agree that the current overtime assignment provision allows for the Chief of Police to make overtime assignments based on the operational needs of the Township.
- 11) **Holiday Pay.** (Article V, Paragraph G, p. 9). Delete Paragraph G. (See also Article X, Paragraph C, p. 19). Clarify status of Holiday Pay for Dispatchers.
- 12) **Association Rights and Responsibilities.** (Article XII, Paragraph F, p. 25). Delete Paragraph F. Replace with *"Upon request from the President of the Association, the Township agrees to be reasonable in its consideration of release time for labor issues attended to beyond his scheduled working hours."*
- 13) **Sick Leave.** (Article XIV, Paragraph A, p. 28). Delete Paragraph D. Replace with *"Subject to the requirements and limitations of the applicable statute, Employees, who retire from service with a minimum of twenty (20) years service to the Township, shall be paid their accrued but unused sick time up to a maximum of forty-five (45) days."*